Respect Each Other – Succeed Together

Community Relations Department Diversity Action Plan

As valued members of the Community Relations Department, we:

- Honor and appreciate each individual and the numerous ways in which we differ: our ethnicities, our genders, our ages, our sexual orientations, our faiths, our backgrounds, our learning styles and our talents;

- Encourage acceptance and an open discussion of diverse values, perspectives, cultures, approaches, talents and ways of doing things, which make each of us unique;

- Appreciate and use our different perspectives, which enable us to achieve more; and

- Use our combined talents to do our best to serve the Community Relations Department, the city organization and community.

As valued members of the Community Relations Department, we will:

- Promote a sense of belonging where each of us is accepted, given the benefit of the doubt, and treated with dignity, courtesy and equality;

- Maintain a department culture that respects our diverse values by employing people from different backgrounds at all levels;

- Preserve a harassment-free working environment, committed to removing any form of bias or prejudice against gender, age, religion, ethnicity or sexual orientation;

- Earn the respect of our co-workers through our behaviors and explore how our differences might be tapped as assets in the workplace;

- Respect and support one another through teamwork and consideration for each individual and their unique role in our department;

- Complete MST training and attend other training classes as appropriate;

- Plan retreats and department meetings incorporating team-building exercises;

- Promptly report all instances of perceived inequality or ill treatment so management can have the opportunity to assist in resolutions;

- Strive to balance work/life responsibilities professionally and honestly while respecting co-workers; and

- For the betterment of the department, place its goals and purpose ahead of individual needs and desires.

Prepared: August 2005
Revised: May 2007